


**The CMHI Evidence-Based Practices Study:
Past, present, and possible future.**

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Comprehensive Community Mental Health Services for
Children and Their Families Program

**Organizational Supports for EBP
Implementation: Findings from the
2005 Evidence-based Practice Survey**

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Evidence-based Practice Survey
Background


- ▶ Increasing calls for using evidence-based practices to treat emotional and behavioral problems in the community-based setting.
- ▶ Organizational challenges seen as significant barrier to implementing evidence-based practice in the service setting.
- ▶ Little is known about how attitudes of front-line mental health providers impact use of evidence-based practice.

1 New Freedom Commission on Mental Health, 2003; National Advisory Mental Health Council Workgroup, 2001; DHHS, 1999.
2 Hyde, Faltz, Morris, & Schrienerwald, 2003.
3 Aarons, G. (2004). Mental Health Provider Attitudes Toward Adoption of EBPs. The EBPAE, Mental Health Services Research, 6(2): 61-74.




Evidence-based Practice Survey
Data Source

- ▶ Web-based survey of direct mental health service providers to children with emotional or behavioral problems and their families
- ▶ Conducted as part of the national evaluation of the *Comprehensive Community Mental Health Services for Children and Their Families Program*
- ▶ Surveyed providers affiliated with 22 communities funded as part of the program in 1999 and 2000
- ▶ 51-item web-based survey (with a limited number of surveys conducted via telephone)




Evidence-based Practice Survey
Purpose of the Current Study

- ▶ To describe the characteristics of provider respondents,
- ▶ To describe the types of agency supports and organizational factors related to EBP use as reported by respondents, and
- ▶ To explore the relationships between types of supports received and organizational factors.



Evidence-based Practice Survey
The Survey

- ▶ Demographic and workforce characteristics
- ▶ Organizational Factors:
 - Provider autonomy in making decisions around EBP use
 - Adequate time to implement EBPs
 - Feelings of support
- ▶ Types of Supports
 - Nine types of supports



Evidence-based Practice Survey Methods

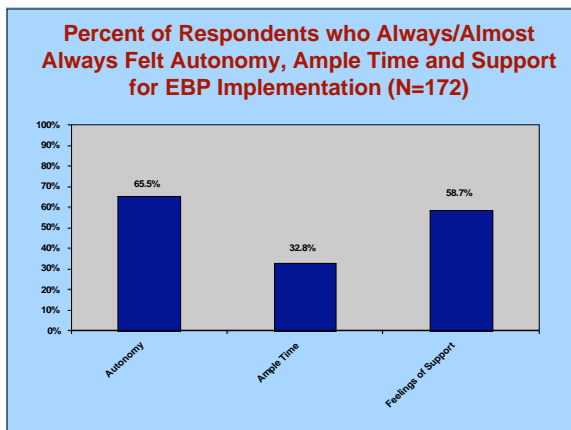
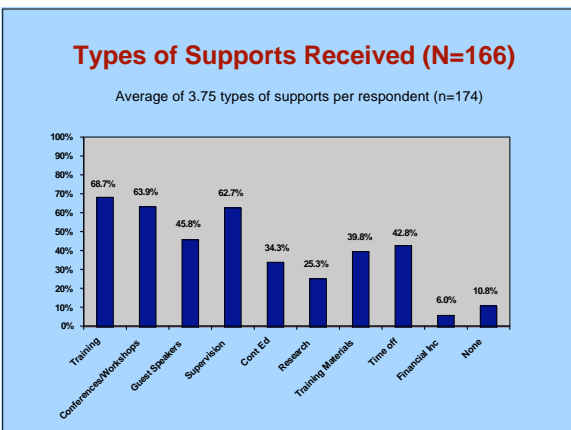
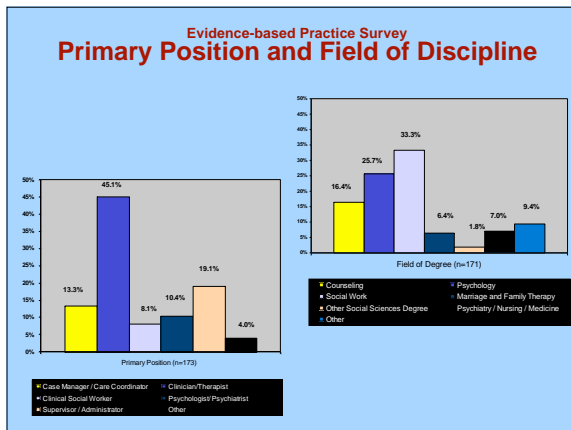
- ▶ Descriptive statistics on the characteristics of provider respondents,
- ▶ Bivariate analysis comparing organizational factors with provider characteristics and types of supports
- ▶ Logistic regression models identified to explore relationships between types of supports and:
 - Autonomy in decision making,
 - Provider feelings of support, and
 - Adequate time for implementation.

Evidence-based Practice Survey Study Sample

- ▶ 288 providers responded to the EBP Survey
 - 41% response rate
- ▶ 89% (n=255) were direct mental health providers for children with emotional or behavioral problems and were included in the current study sample
- ▶ 61% of total (n=175) fully completed the survey section on organizational supports and are included in the current study

Evidence-based Practice Survey Study Sample

Characteristics of Respondents	
Female (n=173)	72.8%
White (n=173)	87.9%
Average Age (n=174) (M:SD)	40.7 yrs (11.2)
Avg Years as Mental Health Provider (n=174) (M:SD)	11.7 yrs (8.9)
Avg Years as Mental Health Provider for Children (n=174) (M:SD)	9.6 yrs (7.9)
Avg Years in Current Delivery System (n=174) (M:SD)	5.5 yrs (6.6)
Licensed Mental Health Provider (n=174)	57.5%
Agency Requirement for EBP Use (n=174)	29.3%
Education Level (n=173)	
Bachelor or some college	17.3%
Masters	69.4%
Doctorate or Professional Degree	13.3%
Employer Type (n=174)	
Public Agency	24.1%
Private Not-for-Profit	62.1%
Private For-Profit	13.8%



Bivariate Relationships between Always/Almost Always Feeling Autonomous, Having Ample Time, and Supported and Provider Characteristics (n=172)

	Always/ Almost Always Felt Autonomy	Always/ Almost Always Felt Ample Time	Always/ Almost Always Felt Feelings of Support
	p value	p value	p value
Gender	ns	ns	ns
Male (n=47)	66.0%	34.0%	59.6%
Female (n=123)	65.9%	33.3%	58.9%
Type of Agency	ns	ns	< .001
Private (n=24)	81.8%	40.9%	83.3%
Public (n=41)	58.5%	22.0%	34.1%
Non-Profit (n=107)	35.7%	36.4%	62.6%
Licensed MH Provider	ns	< .01	< .05
Yes (n=100)	66.7%	25.3%	53.0%
No (n=72)	63.9%	44.4%	66.7%
Education Level	ns	< .01	ns
Bachelor (n=28)	57.1%	53.6%	75.0%
Master (n=121)	67.5%	28.9%	57.0%
Doctorate (n=23)	65.2%	31.8%	47.8%
Agency Requirement for EBP	p < .001	ns	p < .001
Yes (n=51)	46.0%	41.2%	78.4%
No (n=120)	73.6%	30.0%	56.4%

Bivariate Relationships between Always/Almost Always Feeling Autonomous, Having Ample Time, and Supported and Types of Support (n=165)

	Always/ Almost Always Felt Autonomy	Always/ Almost Always Felt Ample Time	Always/ Almost Always Felt Feelings of Support
	p value	p value	p value
Training	ns	p < .05	p < .01
Yes (n=113)	65.2%	38.9%	67.3%
No (n=52)	67.3%	21.6%	40.4%
Conferences/Workshops	ns	p < .01	p < .001
Yes (n=105)	69.5%	40.6%	69.8%
No (n=59)	59.3%	20.7%	39.0%
Guest Speakers	ns	p < .05	p < .01
Yes (n=76)	65.3%	42.1%	71.1%
No (n=89)	66.3%	26.1%	48.3%
Supervision	ns	p < .001	p < .001
Yes (n=42)	64.1%	43.3%	76.0%
No (n=122)	68.9%	16.7%	29.5%
Continuing Education	ns	p < .05	p < .001
Yes (n=57)	70.2%	43.9%	80.7%
No (n=109)	63.6%	28.0%	47.2%

Bivariate Relationships between Always/Almost Always Feeling Autonomous, Having Ample Time, and Supported and Types of Support (n=165)

	Always/ Almost Always Felt Autonomy	Always/ Almost Always Felt Ample Time	Always/ Almost Always Felt Feelings of Support
	p value	p value	p value
Research/Evaluation	ns	p < .05	p < .001
Yes (n=42)	61.9%	47.6%	85.7%
No (n=124)	67.2%	28.7%	49.6%
Training Materials	ns	p < .05	p < .001
Yes (n=)	63.6%	42.4%	83.3%
No (n=)	67.3%	27.6%	42.4%
Time off	p < .05	p < .01	p < .01
Yes (n=71)	80.3%	46.5%	71.8%
No (n=93)	54.8%	23.7%	48.9%
Financial Incentives	ns	ns	ns
Yes (n=10)	60.0%	60.0%	80.0%
No (n=154)	66.2%	31.8%	57.4%
No supports	ns	p < .01	p < .001
Yes (n=18)	61.1%	5.9%	5.6%
No (n=146)	66.4%	36.7%	65.3%

Logistic Regression Model of Types of Supports Significantly Associated with Feelings of Autonomy

	B	SE	ACOR	p value
EBP Requirement	-1.473	.464	.229	p < .001
Agency provided training	-.321	.547	.725	.557
Conference/Workshop	-.393	.517	1.481	.447
Guest Speakers	-.402	.491	.669	.413
Supervision	.018	.507	1.018	.972
Continuing Education	.318	.477	1.375	.505
Evaluation and Research	-.181	.494	.834	.714
Training Materials	-.294	.480	.746	.541
Time off for training	1.548	.477	4.700	p < .001
Financial Incentive	-.096	.756	.908	.899
No support	-.399	.709	.671	.574

Logistic Regression Model of Characteristics and Types of Supports Significantly Associated with Feelings of Having Ample Time


	B	SE	ACOR	p value
Licensed MH Provider	.771	.431	2.161	.074
Education Level				.240
Bachelor Degree or some college	Reference	Reference	Reference	
Master's Degree	-.378	.746	1.460	.612
Doctoral Degree	-.446	.601	.640	.458
EBP Requirement	-.122	.447	.885	.785
Agency provided training	-.261	.537	.770	.626
Conference/Workshop	.024	.518	1.024	.963
Guest Speakers	.201	.460	1.223	.662
Supervision	.765	.515	2.149	.138
Continuing Education	.224	.454	1.252	.621
Evaluation and Research	.027	.466	1.027	.954
Training Materials	-.343	.441	.710	.437
Time off for training	.980	.435	2.664	p < .05
Financial Incentive	.657	.740	1.928	.375
No support	-1.179	1.166	.308	.312

Logistic Regression Model of Characteristics and Types of Supports Significantly Associated with Feelings of Support for EBP Implementation

	B	SE	ACOR	p value
Type of Employer				p < .01
Not for Profit	Reference	Reference	Reference	
Private	1.881	.843	6.563	p < .05
Public	-.940	.502	.391	.061
Licensed Mental Health Provider	.253	.454	1.287	.578
EBP Requirement	.232	.516	1.261	.653
Agency provided training	-.650	.539	.522	.227
Conference/Workshop	-.342	.532	.710	.520
Guest Speakers	.419	.503	1.521	.405
Supervision	1.056	.508	2.875	p < .05
Continuing Education	.671	.494	1.956	.175
Evaluation and Research	.775	.580	2.171	.182
Training Materials	.982	.497	2.668	p < .05
Time off for training	.360	.467	1.433	.441
Financial Incentive	-.848	1.013	.428	.403
No support	-2.851	1.245	.058	p < .05


Evidence-based Practice Survey
Conclusions

- ▶ Homogenous respondent group; suggests that respondents have similar backgrounds and experience
- ▶ Majority female, White, with advanced degrees, experienced based on number of years, and work for non-profits
- ▶ Clinicians and therapists with degrees in counseling, psychology and social work




Evidence-based Practice Survey
Conclusions

- ▶ Majority of respondents (93%) received some type of support in their efforts to implement EBPs
 - Average of 3.75 supports per respondent
 - Training (68.7%), Conferences/ Workshops (63.9%), and Supervision (62.7%) were the most common types of supports
- ▶ Only 29.3% were required to use an EBP
- ▶ Higher percentage of respondents felt autonomy in making decisions about EBPs (65.5%) and felt supported (58.7%) than felt they had ample time
 - Only 32.8% felt they had ample time




Evidence-based Practice Survey
Conclusions

- ▶ Providers who are required to implement EBPs by their agency were less likely to express feelings of autonomy
- ▶ Only time off for training was a predictor of feelings of autonomy, with providers who received time off more than almost 5 times as likely to express feelings of autonomy
- ▶ Similarly, only time off for training was a predictor of having ample time to implement EBPs
 - More than 2.6 times as likely to express having ample time for implementation




Evidence-based Practice Survey
Conclusions

- ▶ Not surprisingly, providers who received no support were much less likely to express feelings of support from their agency
- ▶ Providers working for private agencies were 6.5 times more likely than those working in non-profit organizations to express feelings of support
 - Providers in public agencies were less likely although only significant at the .06 level
- ▶ Only supervision and receipt of training materials were significant predictors of feelings of support




Evidence-based Practice Survey
Implications

- ▶ Although the majority of providers reported receiving supports, it does not appear to always transfer into feelings of autonomy, ample time and feelings of support
- ▶ Consideration of how mandated EBP use impacts provider feelings of autonomy should be considered
- ▶ Providing specific types of supports should be explored as ways to increase feelings of support, autonomy and ample time



Evidence-based Practice Survey
Implications

- ▶ Findings suggest that providing time off for training can increase feelings of autonomy and ample time, but no other support types were significant predictors
- ▶ Supervision and training materials appear to be key to increasing feelings of support
- ▶ Clearly, providing no specific type of support will not increase feelings of support
- ▶ Consider the implications of requiring EBPs and providing specific types of supports when trying to implement EBPs





Questions?

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